

MONTANA
PREVAILING WAGE RATES FOR NONCONSTRUCTION SERVICES 2025

Effective: **January 11, 2025**

*Greg Gianforte, Governor
State of Montana*

*Sarah Swanson, Commissioner
Department of Labor & Industry*

To obtain copies of prevailing wage rate schedules, or for information relating to public works projects and payment of prevailing wage rates, visit ESD at erd.dli.mt.gov/labor-standards or contact:

Employment Standards Division
Montana Department of Labor and Industry
P. O. Box 8011
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The department welcomes questions, comments, and suggestions from the public. In addition, we'll do our best to provide information in an accessible format, upon request, in compliance with the Americans with Disabilities Act.

MONTANA PREVAILING WAGE REQUIREMENTS

The Commissioner of the Department of Labor and Industry, in accordance with Sections 18-2-401 and 18-2-402 of the Montana Code Annotated (MCA), has determined the standard prevailing rate of wages for the occupations listed in this publication.

The wages specified herein control the prevailing rate of wages for the purposes of Section 18-2-401, et seq., MCA. It is required each employer pay (as a minimum) the rate of wages, including fringe benefits, travel allowance, zone pay and per diem applicable to the district in which the work is being performed as provided in the attached wage determinations.

All Montana Prevailing Wage Rates are available on the Internet at <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates> or by contacting the department at (406) 444-6543.

In addition, this publication provides general information concerning compliance with Montana's Prevailing Wage Law and the payment of prevailing wages. For detailed compliance information relating to public works contracts and payment of prevailing wage rates, please consult the regulations on the internet at erd.dli.mt.gov/labor-standards or contact the department at (406) 444-6543.

SARAH SWANSON
Commissioner
Department of Labor and Industry
State of Montana

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A. Date of Publication January 13, 2025

B. Definition of Nonconstruction Services Occupations

Section 18-2-401(9)(a)-(9)(l), MCA defines “nonconstruction services” as “...work performed by an individual, not including management, office, or clerical work, for:

- (a) the maintenance of publicly owned buildings and facilities, including public highways, roads, streets, and alleys;
- (b) custodial or security services for publicly owned buildings and facilities;
- (c) grounds maintenance for publicly owned property;
- (d) the operation of public drinking water supply, waste collection, and waste disposal systems;
- (e) law enforcement, including janitors and prison guards;
- (f) fire protection;
- (g) public or school transportation driving;
- (h) nursing, nurse’s aid services, and medical laboratory technician services;
- (i) material and mail handling;
- (j) food service and cooking;
- (k) motor vehicle and construction equipment repair and servicing; and
- (l) appliance and office machine repair and servicing.”

C. Definition of Public Works Contract

Section 18-2-401(11)(a), MCA defines “public works contract” as “...a contract for construction services let by the state, county, municipality, school district, or political subdivision or for nonconstruction services let by the state, county, municipality, or political subdivision in which the total cost of the contract is in excess of \$25,000...”

D. Prevailing Wage Schedule

This publication covers only Nonconstruction Service occupations and rates. These rates will remain in effect until superseded by a more current publication. Current prevailing wage rate schedules for Heavy, Highway, and Building Construction occupations can be found on the Internet at <https://erd.dli.mt.gov/labor-standards/state-prevailing-wage-rates/> or by contacting the department at (406) 444-6543.

E. Rates to Use for Projects

ARM, 24.17.127(1)(c), states “The wage rates applicable to a particular public works project are those in effect at the time the bid specifications are advertised.”

F. Wage Rate Adjustments for Multi-year Contracts

Section 18-2-417, MCA states:

“(1) Any public works contract that by the terms of the original contract calls for more than 30 months to fully perform must include a provision to adjust, as provided in subsection (2), the standard prevailing rate of wages to be paid to the workers performing the contract.

(2) The standard prevailing rate of wages paid to workers under a contract subject to this section must be adjusted 12 months after the date of the award of the public works contract. The amount of the adjustment must be a 3% increase. The adjustment must be made and applied every 12 months for the term of the contract.

(3) Any increase in the standard rate of prevailing wages for workers under this section is the sole responsibility of the contractor and any subcontractors and not the contracting agency.”

G. Fringe Benefits

Section 18-2-412, MCA states:

“(1) To fulfill the obligation...a contractor or subcontractor may:

(a) pay the amount of fringe benefits and the basic hourly rate of pay that is part of the standard prevailing rate of wages directly to the worker or employee in cash;

(b) make an irrevocable contribution to a trustee or a third person pursuant to a fringe benefit fund, plan, or program that meets the requirements of the Employee Retirement Income Security Act of 1974 or that is a bona fide program approved by the U. S. department of labor; or

(c) make payments using any combination of methods set forth in subsections (1)(a) and (1)(b) so that the aggregate of payments and contributions is not less than the standard prevailing rate of wages, including fringe benefits and travel allowances, applicable to the district for the particular type of work being performed.

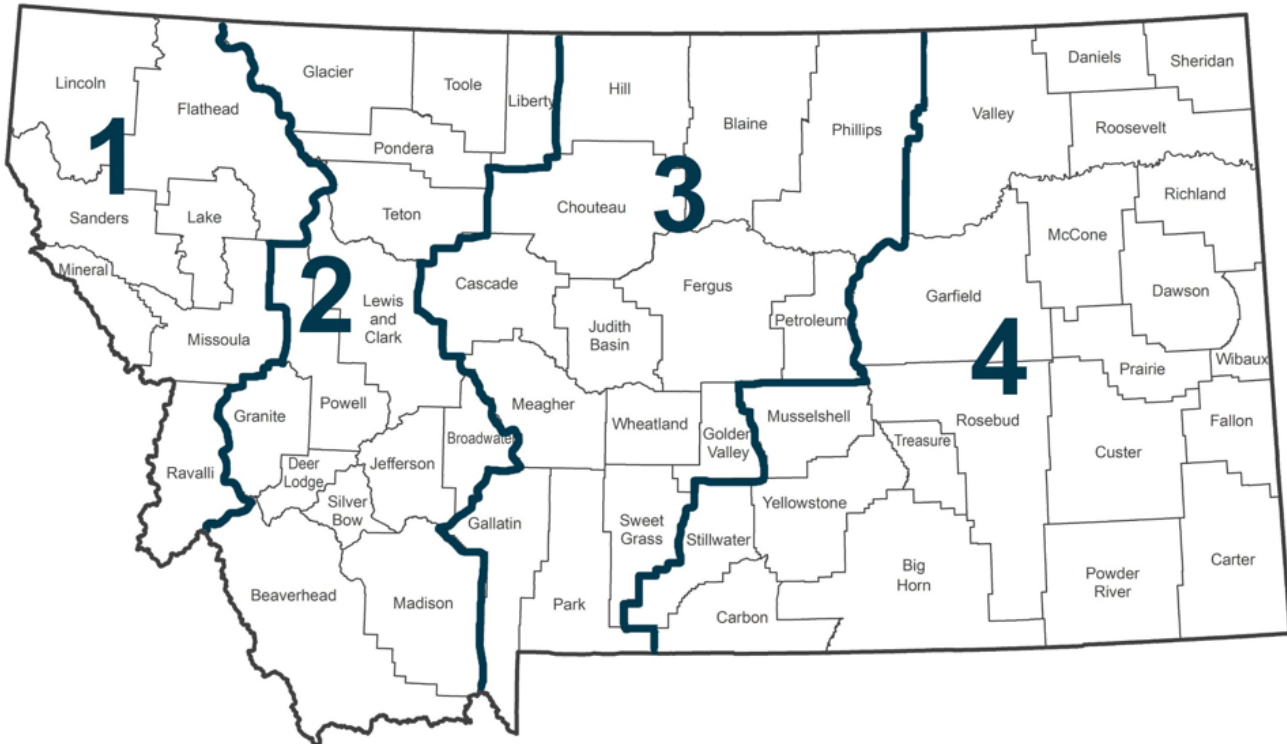
(2) The fringe benefit fund, plan, or program described in subsection (1)(b) must provide benefits to workers or employees for health care, pensions on retirement or death, life insurance, disability and sickness insurance, or bona fide programs that meet the requirements of the Employee Retirement Income Security Act of 1974 or that are approved by the U. S. department of labor.”

Fringe benefits are paid for all hours worked (straight time and overtime hours). However, fringe benefits are not to be considered a part of the hourly rate of pay for calculating overtime, unless there is a collectively bargained agreement in effect that specifies otherwise.

H. Prevailing Wage Districts

Montana counties are aggregated into 4 districts for the purpose of prevailing wage. The prevailing wage districts are composed of the following counties:

Montana Prevailing Wage Districts



I. Dispatch City

ARM, 24.17.103(11), defines dispatch city as “...the courthouse in the city from the following list which is closest to the center of the job: Billings, Bozeman, Butte, Great Falls, Helena, Kalispell, Miles City, Missoula and Sidney.” A dispatch city shall be considered the point of origin only for jobs within the counties identified in that district (as shown below):

District 1 – Kalispell and Missoula: includes Flathead, Lake, Lincoln, Mineral, Missoula, Ravalli, and Sanders;

District 2 – Butte and Helena: includes Beaverhead, Broadwater, Deer Lodge, Glacier, Granite, Jefferson, Lewis and Clark, Liberty, Madison, Pondera, Powell, Silver Bow, Teton, and Toole;

District 3 – Bozeman and Great Falls: includes Blaine, Cascade, Chouteau, Fergus, Gallatin, Golden Valley, Hill, Judith Basin, Meagher, Park, Petroleum, Phillips, Sweet Grass, and Wheatland;

District 4 – Billings, Miles City and Sidney: includes Big Horn, Carbon, Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Musselshell, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Stillwater, Treasure, Valley, Wibaux, and Yellowstone.

J. Zone Pay

Zone pay is not travel pay. ARM, 24.17.103(25), defines zone pay as “...an amount added to the base pay; the combined sum then becomes the new base wage rate to be paid for all hours worked on the project. Zone pay must be determined by measuring the road miles one way over the shortest practical maintained route from the dispatch city to the center of the job.” See section I above for a list of dispatch cities.

K. Computing Travel Benefits

ARM, 24.17.103(23), states “ ‘Travel pay,’ also referred to as ‘travel allowance,’ is and must be paid for travel both to and from the job site, except those with special provisions listed under the classification. The rate is determined by measuring the road miles one direction over the shortest practical maintained route from the dispatch city or the employee’s home, whichever is closer, to the center of the job.” See section I above for a list of dispatch cities.

L. Per Diem

ARM, 24.17.103(19), states “ ‘Per diem’ typically covers costs associated with board and lodging expenses. Per diem is paid when an employee is required to work at a location outside the daily commuting distance and is required to stay at that location overnight or longer.”

M. Apprentices

Wage rates for apprentices registered in approved federal or state apprenticeship programs are contained in those programs. Additionally, section 18-2-416(2), MCA states “...The full amount of any applicable fringe benefits must be paid to the apprentice while the apprentice is working on the public works contract.” Apprentices not registered in approved federal or state apprenticeship programs will be paid the appropriate journey level prevailing wage rate when working on a public works contract.

N. Employment Preference

Sections 18-2-403, MCA requires contractors to give preference to the employment of bona fide Montana residents in the performance of work on public works contracts.

O. Occupations Definitions

You can find definitions for these occupations on the following Bureau of Labor Statistics website:
http://www.bls.gov/oes/current/oes_stru.htm

P. Nonconstruction Services Occupations

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES

- ELEVATOR REPAIRERS
- MAINTENANCE AND REPAIR WORKERS (GENERAL)
- STATIONARY ENGINEERS AND BOILER OPERATORS

CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

- ENVIRONMENTAL SERVICES WORKERS
- JANITORS AND CLEANERS
- PARKING ENFORCEMENT WORKERS
- PARKING LOT ATTENDANTS
- SECURITY AND FIRE ALARM SYSTEMS REPAIRERS
- SECURITY GUARDS

GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

- FALLERS
- FOREST AND CONSERVATION TECHNICIANS
- FOREST AND CONSERVATION WORKERS
- FOREST EQUIPMENT OPERATORS
- LANDSCAPING AND GROUNDSKEEPING WORKERS
- MATERIAL MOVING WORKERS (ALL OTHER)
- MEDIUM TRUCK DRIVERS
- PEST CONTROL WORKERS
- PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS (VEGETATION)
- TREE TRIMMERS AND PRUNERS

OPERATION OF PUBLIC DRINKING WATER SUPPLY,
WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS

HEAVY AND TRACTOR TRAILER TRUCK DRIVERS
LANDFILL ATTENDANTS AND EQUIPMENT OPERATORS
RECYCLING AND RECLAMATION WORKERS
REFUSE AND RECYCLABLE MATERIALS COLLECTORS
SEPTIC TANK SERVICERS AND SEWER PIPE CLEANERS
WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS
POLICE, FIRE, AND DISPATCHERS
PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS
FOREST FIREFIGHTERS

PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL OR SPECIAL CLIENT)
BUS DRIVERS (TRANSIST AND INTERCITY)
LIGHT TRUCK OR DELIVERY SERVICES DRIVERS (INCLUDES VAN DRIVERS)

NURSING, NURSE'S AID SERVICES, AND MEDICAL LABORATORY TECHNICIAN SERVICES

BREATH ALCOHOL TECHNICIANS
CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS
EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS
HOME HEALTH AIDES AND PERSONAL CARE AIDES
LICENSED PRACTICAL NURSES
MEDICAL ASSISTANTS
NURSE PRACTITIONERS
NURSING ASSISTANTS
ORDERLIES
PHYSICIANS ASSISTANTS
REGISTERED NURSES

MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

FOOD SERVICE AND COOKING

COOKS (INSTITUTION AND CAFETERIA)
FOOD PREPARATION AND SERVING RELATED WORKERS

MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS
CONSTRUCTION EQUIPMENT MECHANICS

APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS
COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS
COMPUTER USER SUPPORT SPECIALISTS

WAGE RATES

MAINTENANCE OF PUBLICLY OWNED BUILDINGS AND FACILITIES

ELEVATOR REPAIRERS

No Rate Established

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MAINTENANCE AND REPAIR WORKERS (GENERAL)

	Wage	Benefit
District 1	\$25.06	\$9.96
District 2	\$22.39	\$9.30
District 3	\$23.67	\$9.50
District 4	\$23.07	\$8.68

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STATIONARY ENGINEERS AND BOILER OPERATORS

	Wage	Benefit
District 1	\$27.17	\$11.47
District 2	\$27.17	\$11.47
District 3	\$23.89	\$11.03
District 4	\$23.56	\$10.81

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CUSTODIAL OR SECURITY SERVICES FOR PUBLICLY OWNED BUILDINGS AND FACILITIES

ENVIRONMENTAL SERVICES WORKERS

	Wage	Benefit
District 1	\$18.28	\$6.68
District 2	\$19.82	\$5.67
District 3	\$18.98	\$4.90
District 4	\$17.39	\$7.25

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JANITORS AND CLEANERS

	Wage	Benefit
District 1	\$18.35	\$9.71
District 2	\$20.51	\$7.96
District 3	\$18.43	\$7.94
District 4	\$18.63	\$12.35

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PARKING ENFORCEMENT WORKERS

No Rate Established

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PARKING LOT ATTENDANTS

No Rate Established

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SECURITY AND FIRE ALARM SYSTEMS REPAIRERS

No Rate Established

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SECURITY GUARDS

	Wage	Benefit
District 1	\$17.11	\$10.14
District 2	\$18.00	\$10.36
District 3	\$20.00	\$2.29
District 4	\$15.54	\$2.29

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GROUNDS MAINTENANCE FOR PUBLICLY OWNED PROPERTY

FALLERS

No Rate Established

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FOREST AND CONSERVATION TECHNICIANS

No Rate Established

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FOREST AND CONSERVATION WORKERS

	Wage	Benefit
District 1	\$26.11	\$12.96
District 2	\$27.78	\$12.96
District 3	\$27.78	\$12.96
District 4	\$27.78	\$12.96

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FOREST EQUIPMENT OPERATORS

No Rate Established

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LANDSCAPING AND GROUNDSKEEPING WORKERS

	Wage	Benefit
District 1	\$21.52	\$6.03
District 2	\$20.79	\$2.98
District 3	\$20.23	\$4.30
District 4	\$18.77	\$4.77

Duties Include:

Shovel snow from walks, driveways, or parking lots and spread salt in those areas. Grounds maintenance of cemeteries.

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MATERIAL MOVING WORKERS (ALL OTHER)

	Wage	Benefit
District 1	\$26.97	\$14.04
District 2	\$26.97	\$14.04
District 3	\$23.59	\$14.04
District 4	\$26.40	\$14.04

Occupations Include:

Bulldozer Operator, Freight Elevator Operator, Shovel Operator

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MEDIUM TRUCK DRIVERS

No Rate Established

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PEST CONTROL WORKERS

	Wage	Benefit
District 1	\$18.09	No Rate Established
District 2	\$18.09	No Rate Established
District 3	\$18.09	No Rate Established
District 4	\$18.09	No Rate Established

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PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS (VEGETATION)

	Wage	Benefit
District 1	\$23.73	\$6.90
District 2	\$18.79	\$6.05
District 3	\$17.49	\$5.34
District 4	\$17.81	\$5.67

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TREE TRIMMERS AND PRUNERS

	Wage	Benefit
District 1	\$29.12	\$9.73
District 2	\$27.76	\$9.73
District 3	\$30.92	\$9.73
District 4	\$30.92	\$9.73

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OPERATION OF PUBLIC DRINKING WATER SUPPLY, WASTE COLLECTION, AND WASTE DISPOSAL SYSTEMS

HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS

	Wage	Benefit
District 1	\$27.26	\$14.09
District 2	\$29.51	\$11.66
District 3	\$28.14	\$12.32
District 4	\$27.83	\$12.95

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LANDFILL ATTENDANTS AND EQUIPMENT OPERATORS

	Wage	Benefit
District 1	\$25.44	\$13.97
District 2	\$23.51	\$11.56
District 3	\$21.40	\$12.13
District 4	\$22.66	\$11.72

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RECYCLING AND RECLAMATION WORKERS

No Rate Established

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REFUSE AND RECYCLABLE MATERIALS COLLECTORS

	Wage	Benefit
District 1	\$15.11	No Rate Established
District 2	\$15.11	No Rate Established
District 3	\$15.11	No Rate Established
District 4	\$15.11	No Rate Established

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SEPTIC TANK SERVICERS AND SEWER PIPE CLEANERS

No Rate Established

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WATER AND WASTEWATER TREATMENT PLANT AND SYSTEM OPERATORS

	Wage	Benefit
District 1	\$24.41	\$11.38
District 2	\$25.61	\$11.89
District 3	\$27.54	\$12.29
District 4	\$27.34	\$12.10

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LAW ENFORCEMENT, INCLUDING CORRECTION AND DETENTION OFFICERS

CORRECTION AND DETENTION OFFICERS

	Wage	Benefit
District 1	\$25.31	\$13.73
District 2	\$23.46	\$10.22
District 3	\$22.98	\$10.46
District 4	\$26.03	\$17.01

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POLICE, FIRE, AND AMBULANCE DISPATCHERS

	Wage	Benefit
District 1	\$24.65	\$11.79
District 2	\$28.75	\$6.23
District 3	\$21.02	\$7.77
District 4	\$24.23	\$10.92

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PROBATION OFFICERS AND CORRECTIONAL TREATMENT SPECIALISTS

No Rate Established

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FIRE PROTECTION

FIRE EXTINGUISHER REPAIRERS

No Rate Established

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FOREST FIREFIGHTERS

No Rate Established

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PUBLIC OR SCHOOL TRANSPORTATION DRIVING

BUS DRIVERS (SCHOOL OR SPECIAL CLIENT)

	Wage	Benefit
District 1	\$17.97	\$8.45
District 2	\$18.82	\$5.72
District 3	\$19.00	\$8.67
District 4	\$25.45	\$10.24

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BUS DRIVERS (TRANSIT AND INTERCITY)

	Wage	Benefit
District 1	\$26.71	\$13.87
District 2	\$23.71	\$13.79
District 3	\$17.27	\$13.38
District 4	\$23.48	\$13.38

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LIGHT TRUCK OR DELIVERY SERVICES DRIVERS (INCLUDES VAN DRIVERS)

	Wage	Benefit
District 1	\$19.64	\$4.41
District 2	\$19.63	\$4.74
District 3	\$19.77	\$4.41
District 4	\$19.78	\$4.41

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NURSING, NURSE'S AID SERVICES, AND MEDICAL LABORATORY TECHNICIAN SERVICES

BREATH ALCOHOL TECHNICIANS

No Rate Established

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CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

	Wage	Benefit
District 1	\$35.81	\$8.92
District 2	\$36.55	\$8.68
District 3	\$36.04	\$8.68
District 4	\$31.46	\$10.17

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EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

	Wage	Benefit
District 1	\$23.77	\$6.01
District 2	\$23.62	\$5.64
District 3	\$23.62	\$5.64
District 4	\$23.77	\$6.01

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HOME HEALTH AIDES AND PERSONAL CARE AIDES

	Wage	Benefit
District 1	\$15.00	\$3.30
District 2	\$16.56	\$4.87
District 3	\$19.25	\$5.51
District 4	\$16.69	\$3.94

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LICENSED PRACTICAL NURSES

	Wage	Benefit
District 1	\$29.67	\$5.46
District 2	\$28.52	\$6.71
District 3	\$26.92	\$6.73
District 4	\$29.31	\$9.82

MEDICAL ASSISTANTS

	Wage	Benefit
District 1	\$20.85	\$5.08
District 2	\$20.06	\$4.60
District 3	\$22.05	\$5.80
District 4	\$23.32	\$9.85

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NURSE PRACTITIONERS

	Wage	Benefit
District 1	\$59.92	\$12.81
District 2	\$62.08	\$11.09
District 3	\$62.46	\$11.15
District 4	\$61.97	\$15.17

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NURSING ASSISTANTS

	Wage	Benefit
District 1	\$18.67	\$3.12
District 2	\$16.59	\$3.03
District 3	\$18.45	\$6.35
District 4	\$19.86	\$7.23

Occupations Include:
Certified Nursing Assistants, Hospital Aides, Infirmary Attendants

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ORDERLIES

No Rate Established

PHYSICIANS ASSISTANTS

	Wage	Benefit
District 1	\$61.82	\$8.75
District 2	\$65.49	\$11.58
District 3	\$67.37	\$11.33
District 4	\$63.78	\$15.08

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REGISTERED NURSES

	Wage	Benefit
District 1	\$37.26	\$9.64
District 2	\$43.83	\$11.30
District 3	\$40.76	\$8.53
District 4	\$40.49	\$11.59

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MATERIAL AND MAIL HANDLING

FREIGHT, STOCK, AND MATERIAL HANDLERS

	Wage	Benefit
District 1	\$16.60	\$6.96
District 2	\$23.49	\$8.58
District 3	\$21.65	\$10.00
District 4	\$20.48	\$9.08

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FOOD SERVICE AND COOKING

COOKS, (INSTITUTION AND CAFETERIA)

	Wage	Benefit
District 1	\$17.50	\$5.56
District 2	\$16.20	\$4.02
District 3	\$17.17	\$5.46
District 4	\$18.17	\$5.18

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FOOD PREPARATION AND SERVING RELATED WORKERS

	Wage	Benefit
District 1	\$14.96	\$4.47
District 2	\$14.01	\$4.47
District 3	\$17.35	\$4.51
District 4	\$16.61	\$7.22

Occupations Include:

Dietary Aides, Counter Attendants, and Dining Room Attendants.

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MOTOR VEHICLE AND CONSTRUCTION EQUIPMENT REPAIR AND SERVICING

AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS

	Wage	Benefit
District 1	\$26.48	\$3.13
District 2	\$26.58	\$5.95
District 3	\$27.06	\$6.69
District 4	\$29.55	\$5.44

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BUS AND TRUCK MECHANICS AND DIESEL ENGINE SPECIALISTS

	Wage	Benefit
District 1	\$31.84	\$14.78
District 2	\$28.88	\$13.41
District 3	\$27.03	\$11.39
District 4	\$27.18	\$11.48

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CONSTRUCTION EQUIPMENT MECHANICS

No Rate Established

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APPLIANCE AND OFFICE MACHINE REPAIR AND SERVICING

APPLIANCE MECHANICS

No Rate Established

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COMPUTER USER SUPPORT SPECIALISTS

	Wage	Benefit
District 1	\$24.62	\$11.08
District 2	\$26.93	\$11.09
District 3	\$32.32	\$13.78
District 4	\$30.95	\$13.81

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COMPUTER, AUTOMATED TELLER, AND OFFICE MACHINE REPAIRERS

No Rate Established

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